



# Employee Wellness Program: Steps To a Healthier Santa Cruz County

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*Chronic Disease Disparities in Arizona: From Awareness to Action  
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# The Past

## **Nogales Unified School District Employee Wellness Program 1998 - 2001**

# **NUSD #1 Employee Wellness Program**

**Discounted Annual  
Physicals**

**Wellness Seminars**

**Risk Reduction  
Health Risk Appraisal + Telephonic NCM**

**1998 - 2001**

# Risk Reduction

**Health Risk Appraisal**

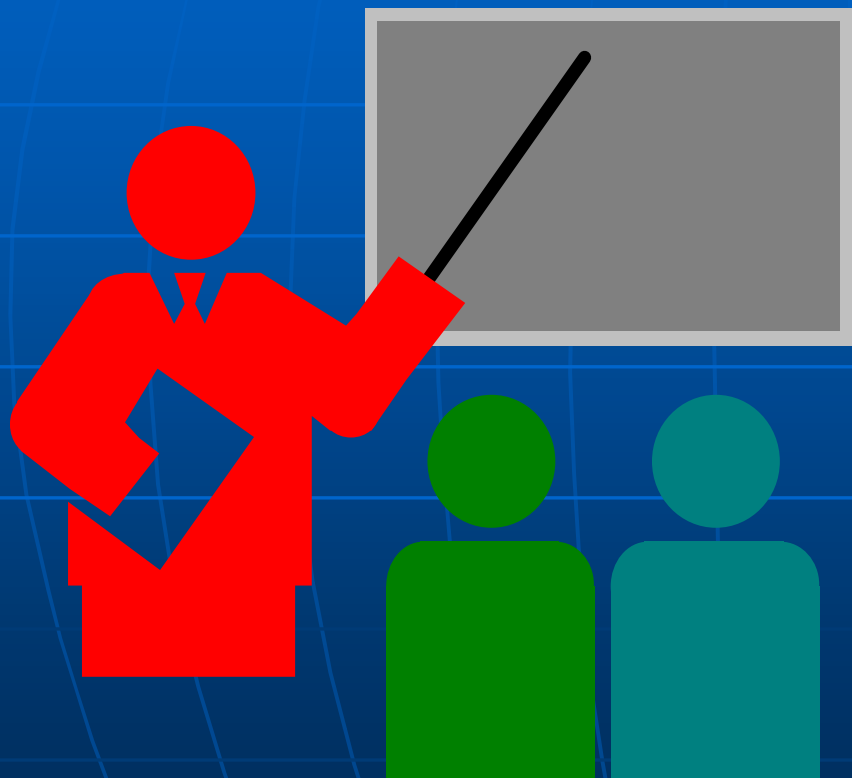
**Individualized High Risk  
RN Follow up & Referral**

**Group Interpretation**

**Executive Report**



# Wellness Classes



- Healthy Eating
- Exercising Safely
- Stress Management
- Smoking Cessation
- Diabetes Program

# Outcomes

## ➤ Year 1

- ✓ 73% employee participation in HRA
- ✓ 100% high-risk FU
- ✓ 100% schools participate

## ➤ Year 2

- ✓ 20% employee participation in HRA
- ✓ 100% high-risk FU
- ✓ 80% schools provided Wellness Seminars

## ➤ Year 3

- ✓ All new hires completed HRA
- ✓ 60% schools provided seminars

# Outcomes

- Increase Preventive Visits to Medical Providers
- Increase Patients in Diabetes Program
- Increase utilization Lab & Mammography
- Reduced Stop Loss Ratio from 150% (Yr 1) to 60% (Yr 3)

# The Present:

## Steps To A Healthier Tomorrow

### Partnerships:

- Mariposa Community Health Center\*
- Nogales Unified School District
- Santa Cruz Valley Unified School District
- St. Elizabeth of Hungary Clinic

\*Lead agency for Santa Cruz County



# School Districts

- Purpose
  - Staff to serve as role models to students
  - Need to deal with health insurance costs
- Current Staff Participation (N=600)
  - Challenges to participation
  - Illness-model attitude
  - As others receive results, non-participants want to then participate

# Project Components

- Health Risk Appraisal Questionnaire
- Screening
  - Height and Weight
  - Blood Pressure
  - BMI
  - Fasting Glucose
  - Fasting Cholesterol
- Follow-up
  - Personal Profile
  - High-risk follow-up phone calls

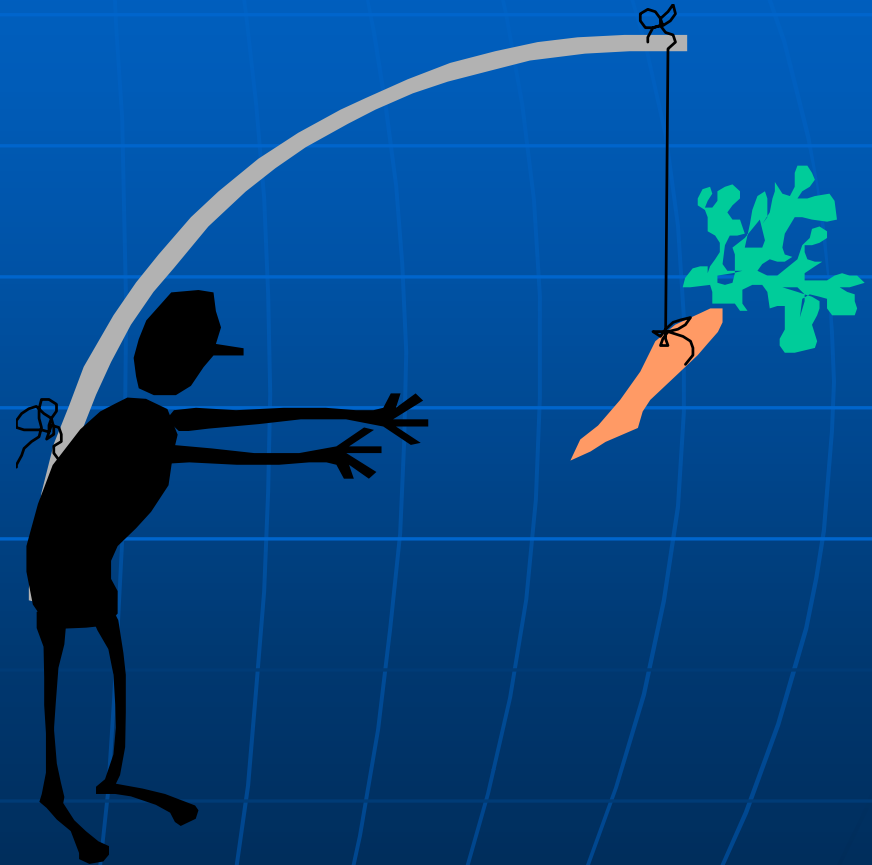
# Wellness Programs

- Physical Activity
- Nutrition
- Stress Management
- Diabetes Education
- Cardiovascular Education
- Tobacco Cessation



# Incentive Program

- Incentives
  - give-aways
  - drawings
  - 90% school participation = pedometers for staff
- Overall drawing:  
Treadmill, discounts for walking shoes



# Anticipated Outcomes

- Healthier staff = lower insurance rates & catastrophic insurance
- Role modeling of healthy lifestyles for students and peers

# The Future

- Sustainability through creative health benefit design & employee financial participation
- Net-based assessments and on-going motivation
- Incentive Program sustainability